

MOC Floyd Valley CSD

MOC Floyd Valley EA

7/1/2006 6/30/2007

# **MASTER CONTRACT**

**2006 - 2007**

**MOC-FLOYD VALLEY  
BOARD OF EDUCATION**

**MOC-FLOYD VALLEY  
EDUCATION ASSOCIATION**

This agreement is entered into by and between the Board of Directors of the MOC-Floyd Valley Community School District and the MOC-Floyd Valley Education Association.

The Board of Directors of the MOC-Floyd Valley Community School District, hereinafter referred to as "Board", recognizes the MOC-Floyd Valley Education Association, hereinafter referred to as the "Association," as the sole and exclusive bargaining representative. The units and its members, who are hereinafter referred to as "employees" are described in Public Employee Relations Board certification instrument Case No. 174 issued on the 6th day of May, 1975.

## TABLE OF CONTENTS

### ARTICLE ONE

#### Grievance

Procedure.....	1
----------------	---

### ARTICLE TWO

Salary.....	3
-------------	---

- A. Salary Schedule
- B. Supplemental Pay Schedule
- C. Compensation
- D. Credit for Experience
- E. Experience Credit
- F. Advancement on Salary Schedule
- G. Educational Lanes
- H. Last Step Pay
- I. Method of Payment
- J. Extra Duty Service
- K. Educational Excellence Fund - Phase I & Phase II
- L. Educational Excellence - Phase III

### ARTICLE THREE

Employee Hours and Holidays.....	5
----------------------------------	---

- A. Hours
- B. Faculty Meetings
- C. Lunch Periods
- D. Preparation Time
- E. Holidays

### ARTICLE FOUR

Insurance Provisions.....	6
---------------------------	---

- A. Health and Major Medical Insurance
- B. Insurance Premium Cost Provisions for Teachers
- C. Flexible Spending Account
- D. Long Term Disability
- E. Supplemental Insurance

### ARTICLE FIVE

Leaves.....	7
-------------	---

- A. Sick Leave
- B. Other Paid Leave
- C. Other Leaves
- D. Signed Leave Request Required

ARTICLE SIX

Evaluation Procedures.....	10
A. Teacher Informed with Procedure	
B. Number of Evaluations	
C. Results of Evaluations	
D. Classroom Observation Minimum Length	
E. Conference with Teacher	
F. Evaluation of Extra-Curricular Activities	
G. Objection to Evaluation	
H. Evaluation Process	

ARTICLE SEVEN

Staff Reduction Procedures.....	11
A. Renewal and Non-Renewal Factors	
B. Recall Rights	

ARTICLE EIGHT

In-Service.....	12
-----------------	----

ARTICLE NINE

Dues and Deductions.....	13
A. Authorization	
B. Regular Deductions	
C. Duration	
D. Termination	
E. Transmission of Dues	
F. Association Responsibility	
G. "Dues" Definition	
H. District Free from Claims of Use of Dues	

ARTICLE TEN

Transfer Procedure.....	14
-------------------------	----

COMPLIANCE AND DURATION.....	15
------------------------------	----

SCHEDULE A - SALARY SCHEDULE.....	16
-----------------------------------	----

SCHEDULE B - SUPPLEMENTAL SCHEDULE.....	17
---	----

SCHEDULE C - INSURANCE BENEFIT PLAN.....	18
--	----

SCHEDULE D - PHASE III.....	21
-----------------------------	----

## **ARTICLE ONE**

### **Grievance Procedure**

- A.
  - 1. A grievance shall mean only a complaint that there has been an alleged violation of any of the specific provisions of this agreement not specifically excepted from the grievance procedure.
  - 2. A grievant shall be defined as an individual, group of individuals, or the Association.
- B.
  - 1. A grievant shall have the right to present grievances in accordance with these procedures.
  - 2. The failure of the grievant (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.
  - 3. It is agreed that any investigation or other handling or processing of any grievance by the grievant shall be conducted so as to result in no interference with or interruption whatsoever of the instructional program and supplemental pay activities of the grieving employee or of the teaching staff. If there is no other time available, the arbitration hearing may take place during the school day.
- C.
  - 1. First Step  
  
An attempt shall be made to resolve any grievance in informal, verbal discussion between the grievant and his or her principal.
  - 2. Second Step  
  
If the grievance cannot be resolved informally, the grievant shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the contract, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten school days from the date of occurrence of the event giving rise to the grievance or when it should reasonably have been ascertained. The principal shall make a decision on the grievance and communicate it in writing to the grievant, the superintendent, and the president of the Association within ten school days after receipt of the grievance.

3. Third Step

In the event a grievance has not been satisfactorily resolved at the second step, the grievant shall file, within five school days of the principal's written decision at the second step, a copy of the grievance with the superintendent. Within ten school days after such written grievance is filed, the aggrieved and superintendent or his designee shall meet to resolve the grievance. In the event of the absence of the superintendent, this person shall not be the same person involved at the second step of the procedure. The superintendent or his designee shall file an answer within ten school days of the third-step grievance meeting and communicate it in writing to the grievant, the principal, and the president of the Association.

4. Fourth Step

If the grievance is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, binding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grievant to the superintendent within thirty days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within seven days after said notice is given. If the two parties fail to reach agreement on an arbitrator within seven days, the Public Employment Relations Board will be requested to provide a panel of five (5) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator shall be binding on the parties.

Expenses for the arbitrator's services shall be borne equally by the school district and the Association.

D. The arbitrator is encouraged to render his opinion within two weeks of the culmination of the hearing.

E. Year End Grievance

In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and, if left unresolved until the beginning of the following school year could result in irreparable harm to the party in interest, the time limits set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or within a maximum of thirty (30) days thereafter.

## ARTICLE TWO

### Salary

- A. The salary of each returning employee covered by the regular salary schedule shall be set according to Schedule "A", which is attached hereto and made a part hereof, which is on the basis of one hundred ninety one (191) days. New teachers with a BA Degree may, at the discretion of the Board, be started on Step 1, and all new teachers to the district will be covered by the regular salary schedule, according to Schedule "A", on the basis of one hundred ninety three (193) days. The two additional days will be scheduled prior to the start of the school year.
- B. Supplemental Pay Schedule: Employees assigned supplemental duties will be compensated according to the rate of pay established in Schedule "B" for said activity. Said rate of pay is based on established percentages of the regular salary BA base pay.
- C. Compensation for extended employment shall be a pro-rated amount of the regular salary schedule.
- D. Credit for Experience: Full credit on the employee salary schedule may be given for previous outside teaching experience in a duly accredited school upon initial employment.
- E. Any employee who has been employed for one semester or more shall be given credit for one year toward the next increment step the following year.
- F. Advancement on Salary Schedule: Teachers who are on the current salary schedule shall be granted one increment for each year of service to the system until the maximum for their classification is reached. A year of service consists of employment in the MOC-Floyd Valley Community School District for a period of one contract year.
- G. Educational Lanes: Teachers who are on the current salary schedule may move from one educational lane to another. In order to move from one educational lane to a higher lane, said teacher must file a transcript as suitable evidence of additional education credit in the area in which the teacher is teaching or such other course of study which has been previously approved by the superintendent. Notification must be provided the Secretary to the Board of Education no later than September 1 of each year with said evidence to be filed by September 10.
- H. A 2% "Last Step Pay" has been added to Schedule A (salary schedule).



## I. Method of Payment:

### 1. Pay Periods

Each employee shall be paid in twelve (12) equal installments on the 20th of each month. Employees shall receive their checks at their regular building and on regular school days unless otherwise designated by the teacher.

### 2. Exceptions

When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their pay checks on the last previous working day.

### 3. Final Pay

Each employee leaving the system shall have the option of receiving all or any part of his earned, contracted salary on the pay period following the completion of the employee contract.

### 4. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

J. Extra Duty Services: When an employee is requested to supervise a student spectator bus and the employee agrees to do so, the employee shall be compensated at a rate of \$20 per trip. Any employee that agrees to sell tickets for two (2) school sponsored events will receive a season pass good for all home events for the employee and the employee's spouse.

K. Educational Excellence Fund - Phase I & II: Phase I and II shall be integrated into the salary schedule beginning in 1993-94. In the event Phase I and/or Phase II are reduced or eliminated, the amount reduced or eliminated shall be backed out of the salary schedule.

L. Educational Excellence - Phase III: Funds received under Phase III of the Educational Excellence Program shall be spent according to the plan approved by the MOC-Floyd Valley Board of Education and the Iowa Department of Education. Unused Phase III funds return to State. Pay will be according to Schedule "D" of this contract.

The distribution of salaries and evaluation under Phase III shall be subject to the grievance procedures of this contract.

## **ARTICLE THREE**

### **Employee Hours and Holidays**

#### **A. Hours**

All employees shall be required to report for duty for a work day which shall be from 8:00 a.m. to 3:45 p.m. Monday through Friday with the exception of Wednesday or Thursday which shall be from 7:45 a.m. to 3:30 p.m. as determined by the building principal. No employee shall be required to follow this schedule on both days if they travel between buildings for their teaching assignment. On Friday or on days preceding holidays or vacations, the employee's day shall end at the close of the pupil's day, unless the employee is assigned duties to supervise students waiting for transportation.

#### **B. Faculty Meetings**

Employees may be required to remain after the end of the regular work day without additional compensation for the purpose of attending faculty or other professional meetings. There shall be no more than nine (9) faculty meetings per year, which meetings shall not extend the regular work day by more than one (1) hour. Meetings shall not be called on Fridays or any day immediately preceding any holidays or other day upon which teacher attendance is not required at school.

#### **C. Lunch Periods**

Employees shall have a duty-free lunch break of thirty-five (35) consecutive minutes, or two duty free breaks totaling 40 minutes. These lunch breaks shall be during the building lunch time. Employees are free to leave the building during lunch breaks.

#### **D. Preparation Time**

The principal of each building will prepare a daily schedule which will allow each teacher a minimum of forty (40) minutes daily preparation time during the pupils' normal school day. In instances where forty (40) minutes daily cannot be worked out the principal will provide a minimum of two hundred twenty (220) minutes per week.

#### **E. Holidays**

There shall be five holidays, which shall include Labor Day, Thanksgiving, Christmas, New Year's Day and Memorial Day. The contract shall be for one hundred ninety-one (191) days, which shall include these holidays.

## ARTICLE FOUR

### Insurance Provisions

#### A. Health and Major Medical Insurance

1. The Board agrees to provide insurance coverage in accordance with Schedule C.
2. The carrier for the employee insurance program will be selected by the Board of Education, (Carrier: Wellmark).
3. The program provided will be for a period of this contract.
4. The Board will provide each employee with a description of the program provided.

#### B. Insurance Premium Cost Provisions for Teachers

1. Board agrees to pay the premium cost for the \$500 deductible for individual insurance for a full time employee. Employees electing dependent coverage will receive an additional 25% of single premium to be applied to their dependent premium. (\$500/\$1,000 Deductible PPO Plan).
2. Any savings incurred as a result of the partial self-funding plan will:
  - Go back to the employees.
  - A "pool" or cash reserve of 25% of the annual savings, or a maximum \$15,000 from the 2004-05 program, will be carried over. The carryover funds from the 2004-05 will be added to the cash reserve from 2003-04. The teaching staff will receive 78% of the savings from the 2004-05 program.
  - The Negotiations Committee and the Superintendent will determine how the money will be distributed.
  - The "25% clause will be negotiated annually when a final report is presented by the TPA or both parties agree to the final amount of the "pool" money.
3. If the employee elects to participate in the optional \$500 Deductible PPO Limited Plan or the \$1,000 Deductible PPO Limited Plan, the amount outlined in B 1 above would apply toward the \$500 Deductible Limited or the \$1,000 Deductible Limited Plan Premium.
4. The Board agrees to pay the premium, pro-rated on the basis of said employee's contract, for part-time employees. (i.e., a teacher employed on a half-time basis: The Board would pay 50% of the premium and the teacher would pay 50% of the premium.)

Part-time employees employed .5 time or more, electing dependent coverage will receive a portion of the additional 25% of single premium to be applied to their dependent premium, pro-rated on the same basis as their employed time.

#### C. Flexible Spending Account (FSA)

1. The Board agrees to establish Flexible Spending Accounts (FSA) for all employees according to Internal Revenue Code Section 125.
2. The FSA will be administered by the district health insurance carrier (presently Principal Financial Group).
3. The Board will assume all fees for administering the FSA.

#### D. Long Term Disability (LTD)

1. Long Term Disability will be available to employees presently covered under Schedule C (Employee Health Insurance Plan) at the employees' expense. 75% of all eligible member participants must participate in the LTD insurance plan.

#### E. Supplemental Insurance (AFLAC)

1. Supplemental insurance option (AFLAC) will be offered, at no expense to the District, for those employees that desire it. The District will administer the Supplemental Plan.

## ARTICLE FIVE

### Leaves

#### A. Sick Leave

1. All employees shall be entitled to fifteen (15) sick leave days each school year as of the first official day of said school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with a maximum of one hundred and fifteen (115) days. Three days of sick leave may be used each year to care for illnesses in the immediate family. For this purpose only, immediate family shall be defined as children, high school age and under.
2. Any teacher who becomes an expectant mother must notify the Superintendent of Schools within three months after pregnancy occurs. The provisions of the above sick leave policy shall apply to maternity leave, said maternity leave to be included as part of the sick leave mentioned above. The employee is required to obtain a doctor's statement indicating when said leave will begin. Said teacher must notify the Superintendent ten (10) days in advance that the teacher wishes to resume teaching.
3. Notification of Accumulation: Employees shall be given a copy of a written accounting of accumulated sick leave once each year no later than September 15.
4. 30 days of accumulated sick leave may be transferred from another school district. Sick leave available for transfer must be documented by the previous school district.
5. Compensation for unused sick leave at the rate of \$10 per day of unused sick leave over 100 days.

#### B. Other Paid Leave

As of the beginning of the school year covered by this contract, employees shall be entitled to the following temporary, non-accumulative leaves of absence with full pay each school year.

1. **Personal Leave**  
At the beginning of every school year each employee shall be credited with two (2) days for the employee's personal use. An employee planning to use a personal leave day shall notify the building principal at least three days in advance, except in cases where such notice is impractical. The two days will be at no cost to the teacher. Personal Leave may not be used the first five days of the school year or the last five days of the school year or the day preceding any vacation or the first school day after a vacation period except when medical circumstances are at issue. Personal days may be accumulated to a maximum of three (3) days in one year if one is available from the previous year to carryover. Any unused personal leave days will be reimbursed to the employee at the substitute teacher rate of pay. If an employee has 3 personal days remaining at the end of the year, 2 of those days will be reimbursable and one will carry over. If an employee has 2 days of unused personal leave, 1 day will be carried over to the next year and 1 day will be reimbursable. If an employee has 1 day of unused personal leave, 1 day will be carried over to the next year and no days reimbursable.

Note: Personal Leave days will be limited, by building, to 10% of the teaching staff on days prior to or immediately following the no-school Fridays of Parent-Teacher Conferences.

Special Provision Leave: For a school sponsored event, one (1) day of special leave, not included in the two Personal Leave days, may be used directly before or after a holiday or in the first five days or the last five days of school. Substitute teacher's pay will be deducted for use of the Special Leave provision.

2. Jury and Legal Leave

Any employee called for jury duty during school hours or who is required to appear in any judicial or administrative proceeding, or who shall be asked to testify in any arbitration matter shall be provided such time. Any fees or remuneration the employee receives during such leave while performing services during a school day shall be deducted from said teacher's daily pay.

3. Professional Leave

Professional Leave may be granted for the purpose of educational conferences or conventions, visitations of other schools, and participation in educational committees. Approval for Professional Leave shall be at the discretion of the superintendent or his designee. Reimbursement of expenses shall be at the discretion of the superintendent. Any employee shall make application to his or her principal for Professional Leave at least one week in advance of the date the employee plans to be absent.

4. Association Leave

Up to twenty (20) days shall be available for representatives of the Association to attend conferences, conventions, committee meetings, and other activities of the local, state and national affiliated organizations of the Association, per year. Forty-eight (48) hours advance notice of use of this leave shall be given to the building principal and the superintendent by the Association president for individuals using any of the twenty Association Leave days. This leave shall not be used for processing grievances except when it is necessary for an arbitration hearing to be conducted on a school day.

5. Bereavement Leave

Up to six (6) days of leave shall be granted at any one time in the event of death of an employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, and any other member of the immediate household. Up to an additional five (5) days may be taken as defined above, with the employee having only the cost of the necessary substitute pay being deducted from the employee's salary. Employees shall be granted up to two (2) days in the event of death of a friend or relative outside the employee's immediate family as defined above.

6. Serious Illness Leave

Up to two (2) days of leave shall be granted at any one time in the event of serious illness, surgery or hospitalization of an employee's spouse, child, parent, brother, sister, mother-in-law or father-in-law. Up to an additional five (5) days may be taken as defined above, with the employee having only the cost of the necessary substitute pay being deducted from the employee's salary.

7. Adoption Leave

Up to ten (10) days shall be available for the mother, or single father, as paid leave in the event of the adoption of a child. This leave must begin within the first two weeks of receiving the child into the teacher's home.

Two (2) days of adoption leave will be granted to the father on the day the child is received into the teacher's home. The two (2) days of adoption leave will be deducted from the teacher's sick leave.

C. Other Leave

1. Emergency Leave

Two (2) days of non-accumulative emergency leave, with or without pay, may be granted each year at the discretion of the superintendent. Additional emergency leave may be allowed for serious illness or disability in the immediate family at the discretion of the superintendent.

2. Extended Leave

An employee who is unable to work because of personal illness or disability or death of a member of his immediate family and who has exhausted all paid leave shall be granted a leave of absence without pay for the duration of such illness or disability, not to exceed one year. Leave may be renewed each year upon written request by the employee, which determination shall not be subject to grievance procedure.

D. Signed Leave Request Required

All leave days shall be approved only upon submission of a signed request upon the authorized form available at the school office.

## **ARTICLE SIX**

### **Evaluation Procedures**

- A. Within six (6) weeks after being on the job, teachers shall be acquainted by a member of the administrative staff with the evaluation procedures.
- B. Teacher evaluation will be according to criteria as established by the Board of Education. First, second and third year teachers will have at least two classroom observations each year. Beyond their third year of service, teachers will have at least one classroom observation each year.
- C. A report of the classroom observation shall be in writing, with a copy to be given to the teacher and one copy filed in the teacher's folder.
- D. The classroom observation portion shall be of at least fifteen (15) minutes in length. Nothing contained herein shall limit the number or method of observations.
- E. The evaluator shall have a private conference with the teacher within ten (10) school days following in-class observation(s). If only one classroom observation has taken place a teacher could request a second classroom observation. During the post-observation conference following the first, and if conducted, the second classroom observation, the evaluator shall make suggestions for improvement of deficiencies noted during classroom observation if the evaluator is requested to do so by the person evaluated.
- F. Teachers in charge of the following extra-curricular activities will be formally evaluated:
  - 1. Athletics
  - 2. FFA
  - 3. Annual Staff
  - 4. Declam & Speech
  - 5. Plays
  - 6. Cheerleader Sponsor
- G. If the employee feels his or her evaluation summary report is incomplete, inaccurate, or unjust, he or she may put his/her objections in writing and have them attached to the evaluation summary report to be placed in his/her personnel file. The file copy objections shall be signed by both parties to indicate awareness of the content.
- H. The District Evaluation Process, agreed to in March, 2005, will be followed.

## **ARTICLE SEVEN**

### **Staff Reduction Procedures**

A. When, in the judgment of the Board of Education, it is necessary for a reduction in staff, the administration shall attempt to accomplish same by attrition. In the event that the necessary reduction in staff cannot be adequately accomplished by attrition and given the desire to maintain the most qualified staff, the administration shall base its decision as to the resulting contract renewals and non-renewals on the following factors:

1. Seniority - this shall include certified employees in the curriculum area affected within the MOC-Floyd Valley Community School District and its predecessors - Maurice, Orange City, and Floyd Valley.
2. Qualifications - this shall include formal educational training and degrees, additional hours earned, and other factors supporting the employee's qualifications.
3. Competence - this shall be measured by evaluations conducted by members of the administrative staff.

B. Recall Rights

Any employee laid off pursuant to the policy shall have recall rights to any position for which he/she is or may become certified for two years from the effective date of his/her layoff and shall be recalled to available positions in such professional categories in inverse order of layoff.

Notice of recall shall be by certified mail to the last mailing address in the district's personnel records. Recall rights for the specific position notified shall expire within thirty (30) days of the date of mailing.



## **ARTICLE EIGHT**

### **In-Service**

An In-Service Committee with teacher representation shall be appointed by the administration after consulting with the Association president. The committee shall make recommendations to the administration on the structure and content of the district's in-service training program. In-service training is defined as educational and informational sessions for school district employees during working hours.

## ARTICLE NINE

### Dues and Deductions

#### A. Authorization

Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board an assignment authorizing payroll deduction of professional dues. The form, available from the Association, shall be filed with the Board Secretary by September 8, or the Friday before, if the 8th falls on a weekend.

#### B. Regular Deduction

Pursuant to a deduction authorization, the Board shall deduct one-ninth of total dues from the regular salary check of the employee each month for nine months, beginning in September and ending in May of each year.

#### C. Duration

Such authorization shall continue in effect from year to year unless revoked in writing by a thirty day notice to the Board and to the Association.

#### D. Termination

Any employee whose employment terminates prior to June shall provide verification to the Board from the Association that dues are paid in full or that satisfactory arrangements have been made therefore, or the balance of the year's dues shall be deducted from the next payment to the employee.

#### E. Transmission of Dues

The Board shall transmit to the Association the total monthly deduction for professional dues within ten days following each regular period, and a listing of the employees for whom deduction was made will be furnished on October 1 and subsequent deductions therefrom will be furnished on the first of each month following the month of any reduction in size of the unit.

#### F. It is the responsibility of the Association to inform members of the dues deduction system and to provide the necessary authorization cards.

#### G. It is further agreed that the word "dues" as used above does not involve initiation fees, \*-back dues, or fine.

#### H. The Association agrees to indemnify and hold harmless the school district from any claims or causes of action that are based upon unfair representation or improper application or use of dues money by the Association.

## **ARTICLE TEN**

### **Transfer Procedure**

- A. Any employee may apply for a voluntary transfer to another building. Such application shall be in writing to the Superintendent. If denied, the employee shall receive, in writing, the denial and a written explanation of the reasons for denying the transfer. If requested by the staff member, a conference will follow the denial.
- B. In the event the Superintendent determines that involuntary transfers are necessary, the Superintendent shall give written notice to the affected employee by May 1. In the event of an administrative need arising after May 1, written notice shall be delivered as soon as practicable. Any involuntary transfers shall be preceded by a conference between the staff member and the Superintendent.

## COMPLIANCE AND DURATION

This agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2007.

In witness thereof, the parties hereto have caused this agreement to be signed by their respective president, attested by their chief negotiators, and their signatures placed thereon.

MOC-Floyd Valley  
Education Association

MOC-Floyd Valley  
Board of Education

Molly Fox      4-11-06  
Association President      Date

DeW. Lettman      4-10-06  
School Board President      Date

[Signature]      4/11/06  
Chief Negotiator      Date

[Signature]      4-10-06  
Chief Negotiator      Date

MOC-FLOYD VALLEY COMMUNITY SCHOOL  
SCHEDULE A - SALARY SCHEDULE 2006-07

	STEP	BA 100%	BA+9 103%	BA+18 107%	BA+27 110%	MA 116%	MA+9 118%	MA+18 121%	MA+27 124%
100%	0	26727	27529	28598	29400	31003	31538	32340	33141
104%	1	27796	28630	29742	30576	32243	32799	33633	34467
108%	2	28865	29731	30886	31752	33484	34061	34927	35793
112%	3	29934	30832	32030	32928	34724	35322	36220	37118
116%	4	31003	31933	33174	34104	35964	36584	37514	38444
121%	5	32340	33310	34603	35574	37514	38161	39131	40101
125%	6	33409	34411	35747	36750	38754	39422	40425	41427
129%	7	34478	35512	36891	37926	39994	40684	41718	42753
133%	8	35547	36613	38035	39102	41234	41945	43012	44078
137%	9	36616	37714	39179	40278	42475	43207	44305	45404
142%	10		39091	40609	41748	44025	44784	45922	47061
146%	11			41753	42924	45265	46045	47216	48387
150%	12				44100	46505	47307	48510	49712
154%	13					47745	48568	49803	51038
158%	14						49830	51097	52364
162%	15							52391	53689
166%	16								55015
2%		732	782	835	882	955	997	1,048	1,100
*	23				<u>1470</u>		<u>1577</u>	<u>1617</u>	<u>1657</u>

THE ABOVE SCHEDULE IS COMPUTED ON THE FOLLOWING BASIS:

A. HORIZONTAL	BASE	=100%	OF BASE	MA	=116%	OF BASE
	BA+9	=103%	OF BASE	MA+9	=118%	OF BASE
	BA+18	=107%	OF BASE	MA+18	=121%	OF BASE
	BA+27	=110	OF BASE	MA+27	=124%	OF BASE

B. VERTICAL	BA	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%.
	BA+9	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%
	BA+18	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%, 1 @ 4%
	BA +27	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%, 2 @ 4%
	MA	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%, 3 @ 4%
	MA+9	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%, 4 @ 4%
	MA+18	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%, 5 @ 4%
	MA+27	= 4 STEPS @ 4%, 1 at 5%, 4 @ 4%. 1 at 5%, 6 @ 4%

\* CAREER INCREMENT 5% OF BA27, MA9, MA18, AND MA27 BASE AFTER 23 YEARS EXPERIENCE

**MOC-FLOYD VALLEY COMMUNITY SCHOOL**  
**SCHEDULE B - SUPPLEMENTAL PAY SCHEDULE 2006-07**  
**AN INDEX BASED ON A PERCENTAGE OF THE BA BASE**

	LEVEL I		LEVEL II		LEVEL III		LEVEL IV	
		1ST YR		6TH YR		10TH YR	15TH	15TH YR
<b>HIGH SCHOOL COACHES</b>	PCT	SALARY	PCT	SALARY	PCT	SALARY	PCT	SALARY
HEAD FV, BB, VB, WR BASE/SOFTB	11.0%	\$2,940	13.0%	\$3,475	15.0%	\$4,009	17.0%	\$4,544
ASST FV, BB, VB, WR BASE/SOFTB	8.0%	\$2,138	10.0%	\$2,673	12.0%	\$3,207	14.0%	\$3,742
HEAD TRACK, CROSS COUNTRY GOLF	8.0%	\$2,138	10.0%	\$2,673	12.0%	\$3,207	14.0%	\$3,742
ASSISTANT TRACK GOLF	6.0%	\$1,604	7.0%	\$1,871	8.0%	\$2,138	9.0%	\$2,405
BASEBALL, SOFTBALL (VARSITY/JV COMBINATION)	15.0%	\$4,009	16.5%	\$4,410	18.0%	\$4,811	19.5%	\$5,212
<b>MIDDLE SCHOOL COACHES</b>								
HEAD FB, BB, WR, VB BASE/SOFTB, TR	6.0%	\$1,604	7.0%	\$1,871	7.5%	\$2,005	8.5%	\$2,272
ASSISTANT FB, BB, WR, VB BASE/SOFTB, TR	4.5%	\$1,203	5.5%	\$1,470	6.0%	\$1,604	7.0%	\$1,871
ACADEMIC ACTIVITIES COORDINATOR					5.00%	\$1,336		
HIGH SCHOOL INSTRUMENTAL					12.00%	\$3,207		
HIGH SCHOOL VOCAL					4.00%	\$1,069		
JUNIOR HIGH INSTRUMENTAL					4.50%	\$1,203		
INDIVIDUAL SPEECH-LARGE GROUP					8.00%	\$2,138	EACH	
INDIVIDUAL SPEECH-LG GR ASST					6.00%	\$1,604	EACH	
PLAYS					5.00%	\$1,336		
MUSICAL-DIRECTOR					5.00%	\$1,336		
ASSISTANT DIRECTOR					4.00%	\$1,069		
FOOTBALL CHEERLEADER SPONSOR					5.00%	\$1,336		
BASKETBALL-WRESTLING CHEERLEADER SPONSOR					5.00%	\$1,336		
DANCE TEAM SPONSOR					5.00%	\$1,336		
JH CHEERLEADER SPONSOR					2.00%	\$535		
HS ANNUAL					4.00%	\$1,069		
JR CLASS SPONSOR					3.50%	\$935		
STUDENT COUNCIL					2.50%	\$668		
CLUB SPONSORSHIP					1.00%	\$267		
CHAPERONE GIRLS BASKETBALL					1.50%	\$401		
HIGH SCHOOL STRINGS					4.00%	\$1,069		
DRIVER EDUCATION DRIVER TRAINER (per student)						\$125.00		

For non-teaching coaches, the established rate of pay as determined by Schedule B, divided by the total hours of work, (not to exceed 30 hours per week), will determine the hourly rate of pay. Total hours will be determined by the length of the contract.

## SCHEDULE C

### MOC-Floyd Valley Community School Health Insurance Wellmark

July 1, 2006 - June 30, 2007

#### Option 1

#### **\$500/\$1,000 Deductible PPO Plan**

90%/10% In-Network/80%/20% Out-of-Network Office Visits

	<i>Monthly Premium</i>	<i>Board Pays</i>	<i>Employee Pays</i>	<i>Annual Premium</i>	<i>Board Pays</i>	<i>Employee Pays</i>
Employee Health	503.30			6,039.60		
Dependent Health	844.17			10,130.04		
Employee Life	3.06			36.72		
Dependent Life	0.34			4.08		
Total Employee	506.36	506.36	0.00	6,076.32	6,076.32	0.00
Total Dependent	844.51	126.59	717.92	10,134.12	1,519.08	8,615.04
Total Family						
Teachers & Cust.	1,350.87	632.95	717.92	16,210.44	7,595.40	8,615.04
Secretaries	1,350.87	506.36	844.51	16,210.44	6,076.32	10,134.12

NOTE: Maximum out-of-pocket limit per calendar year is \$1,000 per person, \$2,000 per family.  
Deductible waived on Office Visits, then 90%/10% In-Network and 80%/20% Out of Network

#### Option 2

#### **\$1,000/\$2,000 Deductible PPO Limited Plan**

	<i>Monthly Premium</i>	<i>Board Pays</i>	<i>Employee Pays</i>	<i>Annual Premium</i>	<i>Board Pays</i>	<i>Employee Pays</i>
Employee Health	475.06			5,700.72		
Dependent Health	712.60			8,551.20		
Employee Life	3.06			36.72		
Dependent Life	0.34			4.08		
Total Employee	478.12	478.12	0.00	5,737.44	5,737.44	0.00
Total Dependent	712.94	154.83	558.11	8,555.28	1,857.96	6,697.32
Total Family						
Teachers & Cust.	1,191.06	632.95	558.11	14,292.72	7,595.40	6,697.32
Secretaries	1,191.06	506.36	684.70	14,292.72	6,076.32	8,216.40

NOTE: Maximum out-of-pocket limit per calendar year is \$2,000 per person, \$4,000 per family.  
Deductible waived on Office Visits, then 90%/10% In-Network and 80%/20% Out of Network

The board will pay the single premium for all employees based on the \$500 deductible plan.  
In addition, for those who elect family coverage, the board will pay an additional 25% of the single premium which will go toward the dependent portion.

Life Insurance

INSURANCE FOR YOU

Life Insurance	\$20,000
Accidental Death & Dismemberment Principal Sum	\$20,000

INSURANCE FOR YOUR DEPENDENTS

LIFE INSURANCE

Spouse	\$1,000
Children (age at death)	
14 days but less than 19 years	\$ 500



# **MOC-FLOYD VALLEY COMMUNITY SCHOOL**

## **SCHEDULE D**

### **Supplemental Schedule**

#### Curriculum Specialist

Stipend as designated per curriculum area.

#### Extended Contract and Committee Work

The daily rate will be 1/191th of the average salary of the MOC-Floyd Valley teaching staff as of September 1 of the contract year, adjusted to the nearest five dollar interval, but not less than \$120 per day. This rate will be effective through August 31 of the next year. Average salary will be based on the MOC-Floyd Valley Salary Schedule regular contract salaries. Partial days will be at an hourly rate equal to 1/8th of the daily rate.

#### Approved or Required Training (Evenings, Saturdays & Summer)

Hourly rate as determined in the Extended Contract rate above.

#### Teaching Specialist

Mentor (when assigned) Stipend - \$1,000

#### Classroom Teaching

Mentor (when assigned) Stipend - \$1,000 Per Diem